

## CVM eNews - February 2018

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## eNews February 2018



Join us for February's diversity and inclusion discussion.

Friday, February 23 at noon in the green room by the cafe.



Sustainability at the College of Veterinary Medicine

See what green efforts we're working on this month.

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### A Compassionate Career

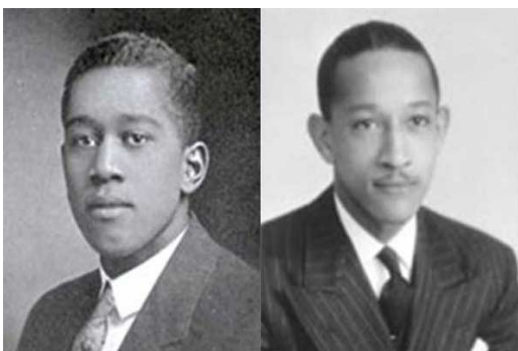
Jody Sandler DVM '88 shares how he founded a non-profit to help children with autism.



### The latest issue of 'Scopes is live!

Read the fall issue and annual report in full online.

## See what events are happening at the college



### Celebrate Black History Month!

Learn about notable African American veterinarians from across the United States.



### Staff Council Spotlight

Learn more about the members of your Staff Council.



### Hello & Goodbyes

Join us in welcoming new employees and bidding a fond farewell to departures.



### Human Resources Update

Information about performance dialogues and more!

## Have Ideas to Share?

Let us know what you want to see in eNews. Feel free to contribute events or even your own articles which might be of interest to your colleagues and the CVM community at large.

Contact eNews at [cornellvet@cornell.edu](mailto:cornellvet@cornell.edu) and make sure to put eNews in the subject line.



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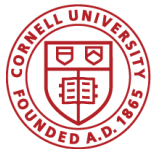
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### Sustainability group seeks Green Team for college

In answer to the college's call for green initiatives, a sustainability group gathered this month to hear from students and plot out goals for projects that can reduce our energy needs. The group is comprised of a cross-section of college leadership, staff, and students.

Two key projects the community can look forward to:

- Join the **Green Team**: The group is looking for volunteers for its Green Team – faculty, staff, and students who can bring new ideas to the table. The group would work closely with facilities to make the broader sustainability initiatives possible. Want to see concrete solutions? Contact Taylor Thompson at [tl47@cornell.edu](mailto:tl47@cornell.edu) to join the Green Team.
- The group is creating an **Energy Dashboard**, which will showcase data on past, present, and future sustainability information about the college. It will be updated frequently and users will be able to pinpoint energy consumption across CVM.

Every member of the college community is a steward of our resources. The group will continue to identify and implement sustainability initiatives that have tangible effects in the college and the broader world.

For more information on CVM's sustainability efforts, see the [2018-2022 strategic plan](#) and look forward to more updates in future editions of eNews.

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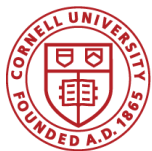
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### A compassionate career: Jody Sandler DVM '88 shares how he founded a non-profit to help children with autism



Jodi Sandler DVM '88 speaks at the 2018 Animal Health Hackathon.

Jody Sandler DVM '88 has been through his share of successes and failures during his professional career. He shared his experience as both a veterinarian and an entrepreneur as a guest speaker at this year's second Animal Health Hackathon co-hosted by the Cornell University College of Veterinary Medicine and Entrepreneurship at Cornell. The hackathon tasks teams of students to devise innovative solutions to gaps in the world of animal health and veterinary medicine. Sandler shared how he established a fulfilling career by connecting some very important dots.

#### Matchmakers

During his time as the director of veterinary services at the Guiding Eyes for the Blind in Westchester County, Sandler noticed that many of the puppies raised at the center just didn't qualify to become guide dogs.

Then his wife, Caroline McCabe-Sandler, a certified dog trainer at the facility, came up with an idea: Why not retrain these dogs so that they could work with children on the autism spectrum? She began to match trained service dogs with children with autism in the tri-state area, eventually placing 90 dogs.

In 2016, after Guiding Eyes for the Blind ended its dog training program for children with autism, Sandler left the agency and created his own nonprofit organization, BluePath Service Dogs, Inc. The nonprofit is now preparing to graduate its first class of service dogs next fall and will assign them to children on the autism spectrum who are between the ages of 3 and 11.

"Autism is so prevalent in the world today," said Sandler, president and CEO of BluePath Service Dogs. "One in 68 children in the U.S. will develop autism. The dire need for those dogs is to keep these children safe and help them to become independent over their lifetime."

#### Protecting the human-animal bond

In recognition of his work with children with autism and the blind and visually impaired, Sandler was named the Bustad Companion Animal Veterinarian of the Year for 2016 by the American Veterinary Medical Association last January. The award, named for the late veterinarian Leo K. Bustad, recognizes outstanding work of veterinarians in preserving and protecting the human-animal bond.

While using dogs to work with children with autism was fairly new when Sandler and his wife began training them nearly a decade ago, they were able to devise a tether system that would allow the dogs to keep a child safe when walking outside. The tether is connected to a vest worn by the dog and to a nylon belt on the child.

"Many children on the spectrum have bolting tendencies, where they try and run away from a caregiver," Sandler said. "They can do it quite suddenly where they run into a street. They have no fear. They may run into a body of water even when they don't know how to swim."

A trained service dog can prevent the child from bolting because the dog is taught to either drop to the ground or stand and brace itself. "With a 60 or 75-pound Labrador or golden retriever attached to them, the children really can't get away, giving the parent or caregiver time to react," Sandler said. "That's the primary role of the service dog."

Sandler notes that one family he worked with that had adopted a service dog for their autistic son was able to take a trip to Disney World with their black Labrador in tow. It was the first vacation the family had been able to take together.

"The child, his two siblings, and the parents — all of them were in need of this dog," Sandler said. "That's the difference that we see with the families that we've worked with, and that's the difference we know the dogs can have with children they're paired with."

When Sandler was a student at the College of Veterinary Medicine, the practice of using service dogs to work with children with autism was not taught because the field had not yet been developed. Sandler, however, credits his professors at Cornell, particularly Dr. John Randolph, with teaching him how to work with clients and their pets in the animal clinic.

"Dr. Randolph really taught me how to interact with clients and also how to logistically work through the process of diagnosing and treating pets coming through the small animal clinic," Sandler said. "He was really just an amazing teacher."



## Next steps

After matching its first group of dogs next fall, BluePath Service Dogs plans to launch a capital campaign

to raise money so that it can purchase its own building. Currently, the staff picks up the dogs at foster homes two or three times a week and trains them in classrooms, malls, and outdoor environments. With its own facility, Sandler said the staff will be able to offer additional indoor training.

"Our goal is to have our own facility, but ultimately we want to get our service dogs out to families that are waiting for them," Sandler said. "That's a big threshold for us to cross."



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### Celebrate Black History Month: February 2018

Learn about notable African American veterinarians from across the United States. Thank you to the student organization Veterinary Students One in Ethnicity and Color (VOICE) for compiling information about these important figures.



Left to right: Drs. John Brown, Lloyd Mobiley, and Frederick Douglass Patterson. Images from Kansas State University and Tuskegee University.

#### Dr. John Brown

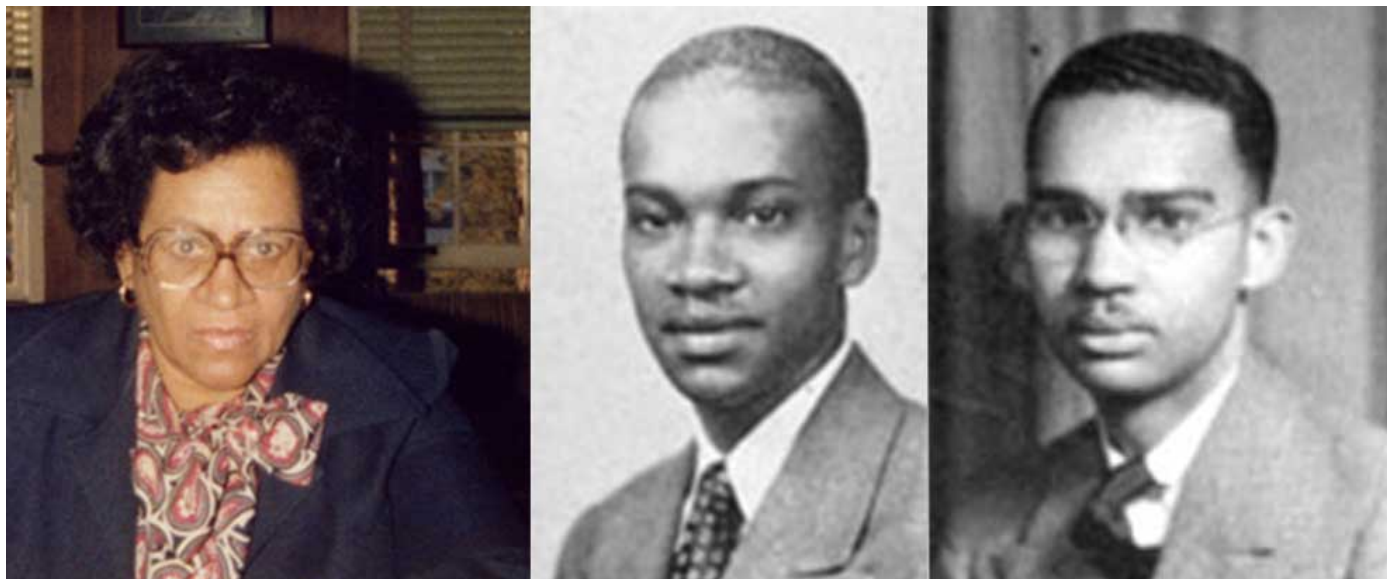
Dr. Brown was the first black veterinarian to earn his DVM degree at Kansas State. Dr. Brown was head of the Division of Agricultural Instruction at the Tuskegee Institute in Tuskegee, Alabama, during 1912 and 1913. He served in the U.S. Army as a first lieutenant.

#### Dr. Lloyd Mobiley

Dr. Mobiley served in the Federal Meat Inspection service and was an officer in the U.S. Army Corps during World War II. He was appointed head of the Department of Anatomy at Tuskegee. One of Dr. Mobiley's greatest contributions was to introduce the use of the intramedullary pin and other devices in the repair of long-bone fractures.

#### Dr. Frederick Douglass Patterson

Dr. Patterson was identified as one of the most influential black veterinarians in U.S. history, according to historical research conducted by Cornell University's Donald F. Smith. Orphaned before he was two years of age and raised by an older sister who encouraged him to get an education, Dr. Patterson received his veterinary degree from Iowa State University and his doctorate from Cornell. After becoming president of Tuskegee Institute (now University) in 1935, he overcame tremendous obstacles to establish a veterinary college for black students at a time when higher education in the South was generally segregated and there were only about 12 veterinary colleges in the country.



Left to right: Drs. Alfreda Johnson Webb, Raymond Williams, and Theodore Williams. Images from Michigan State University and Kansas State University.

### Dr. Alfreda Johnson Webb

Dr. Johnson Webb was the first woman to graduate from the Tuskegee Institute School of Veterinary Medicine. Webb taught biology and mathematics at North Carolina A&T College, and then went on to teach anatomy and coordinate the laboratory animal science program at North Carolina State University. She died in 1992.

### Dr. Raymond Williams

Dr. Williams was department head in the College of Veterinary Medicine at Tuskegee University in 1950 and was selected to be an assistant veterinarian by the United Nations Relief and Rehabilitation Agency. He spent the summer aboard ship administering healthcare to some seven hundred head of livestock on a transoceanic voyage to Poland.

### Dr. Theodore Williams

Dr. Williams began his veterinary medical career in private practice in Kansas City, Kansas and served on the faculty at Prairie View College, Texas, as assistant veterinarian. He was employed by the Federal Meat Inspection Service, United States Department of Agriculture in Des Moines, Iowa. He was also appointed head of the Department of Pathology and Parasitology at Tuskegee.





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### Spotlight on...CVM Staff Council

The CVM Staff Council is excited to highlight the 2018 CVM Staff Council Members in the February 2018 edition of CVM eNews. The Staff Council was established in 2012 with the main objective of providing a mechanism for non-academic staff to effectively provide input to College Leadership on matters relating to the work environment. There are currently ten spots on the Council, and elections are held annually beginning in October.

Are you interested in learning more about the CVM Staff Council? Please visit our recently updated [webpage](#)!



2018 CVM Staff Council Members from left to right, front to back: John Graves, Kim Salino, Dean Warnick, Mary Cuamba, Marie de Roos, Becky Callan, Dave Howe, Katie Stevens, Diane Kilts, Jacque Nelson-Harrington, Rebecca Harman, Jessica Bailey.

#### Becky Callan (blc65) Current Chair CVM Staff Council Member since 2017

**About me:** Greetings! My name is Becky Callan and I am a Data Analyst within the Animal Health Diagnostic Center, where I have been for the past ten years. For the first seven years of my Cornell career, I worked as a bench technician in the fields of both toxicology and bacteriology. Four years ago, I made the decision to move out of the technical environment and into administration, which has allowed me to develop a completely new set of skills!

**In my free time:** I enjoy being outside! I absolutely love the Finger Lakes region - the lakes, the waterfalls, the state parks, and the weather! I really enjoy riding my bikes (road, mountain, and fatbike), and recently started getting into photography, though I would not call myself a photographer at this point! *I think it would be fun to start an amateur photography social group at the College. Is anyone interested in joining me?*

**Why I joined Staff Council:** I really love working for the College of Veterinary Medicine! As a member of the Staff Council, I hope to help highlight what an amazing employer the Veterinary College really is, and to remind staff members of the amazing benefits available to us! I took advantage of the educational benefits and love sharing my experiences; if you have questions or want to talk about this incredible benefit, please let me know!

#### Diane Kilts (dck3) Current Vice-Chair CVM Staff Council Member since 2017



**About me:** My name is Diane Kilts and I am the Lab Manager of the Serology/Immunology Laboratory at the Animal Health Diagnostic Center. The diagnostic testing we perform determines the infection status of various diseases of animals, most notably Lyme disease in horses and dogs, West Nile Virus in horses, and Salmonella in cows.

**In my free time:** I really enjoy drawing and painting, especially animals; I also enjoy drawing scenes from our beautiful surroundings. I have shown my work locally, and at the NY State Fair! My latest painting is of cows crossing an old, wooden railroad bridge in Freeville, N.Y.

**Why I joined Staff Council:** I joined the CVM Staff Council to be part of a larger environment that promotes a community spirit and supports staff engagement. As a member of the Staff Council Wellness sub-committee, I really enjoy coordinating events that help our participants achieve their wellness goals. It is fun to watch the friendly competition among participants, units, and departments! One of my goals is to bring more awareness to the benefits of exercise and fitness, and to make personal health a rewarding and enjoyable experience. If you have ideas or suggestions for wellness related events, please feel welcome to share them with me.

## Marie de Roos (mld52)

### Current Treasurer

### CVM Staff Council Member since 2017

**About me:** Hi, I am Marie de Roos and I have been at the College of Veterinary Medicine for almost twelve years. My primary responsibility is to provide administrative support to the staff and Director of the Accounting Service Center. From processing credit cards and depositing checks/cash to staring down the copier, until it releases the paper jam, to keeping us well stocked in paper clips, I will do whatever it takes to keep the office humming along contentedly!

**In my free time:** I enjoy listening to music, reading, and baking, which is always more fun than housework.

**Why I joined Staff Council:** My decision to run for Staff Council sprang from a desire to expand my world at the Veterinary College. I want to connect with others, find out what they need, and help make things happen!

## Jessica Bailey (jlp86)

### CVM Staff Council Member since 2018

**About me:** My name is Jessica Bailey and I work within the discharge office of the Small Animal hospital at Cornell University Hospital for Animals. I have been here for the past year and I love it.

**In my free time:** I love reading and spending time with my family.

**Why I joined Staff Council:** I joined Staff Council to be part of the difference :)

## Mary Cuamba (mz478)

### CVM Staff Council Member since 2018

**About me:** My name is Mary Cuamba and I am a member of the receiving department at the Animal Health Diagnostic Center, where I have been for the past year. Our unit is tasked with receiving and accessioning all samples submitted to the Diagnostic Center, then distributing the samples to the appropriate lab units for testing. I thoroughly enjoy the learning opportunity this position has provided me, and it warms my heart to serve the animal community and to know we are making a lasting impact on their lives.

**In my free time:** I enjoy spending time with my family, hiking, and appreciating Cayuga Lake!

**Why I joined Staff Council:** I became interested in the CVM Staff Council because of my passion to serve and make a positive impact in my surrounding community. Prior to starting at Cornell, I spent time in Africa teaching English and Biology to eleventh graders, and working for various NGOs.

## John Graves (jg568)

### CVM Staff Council Member since 2018

**About me:** My name is John Graves, and I have been at the College of Veterinary Medicine for the past two years. I currently serve as the Director of Educational Support Services, which is a team that provides support for innovative teaching and learning to the faculty, researchers, and staff that are preparing veterinarians and scientists to serve society in critical roles.

**In my free time:** You can find me behind a drum kit supporting a local band or teeing it up at a local golf course.

**Why I joined Staff Council:** My interest was piqued after hearing the enthusiasm from previous members. I believe in the mission of the Council, and look forward to having an impact across the college.

## Rebecca Harman (rmh12) CVM Staff Council Member since 2018

**About me:** My name is Rebecca Harman and I am a research support specialist who works as the Lab Manager for Dr. Gerlinde Van de Walle at the Baker Institute for Animal Health. I really enjoy the diversity of my daily tasks; I manage the lab, serve as the technical contact for common use equipment at the Institute, supervise undergraduate students, and help support the Ph.D. students and post docs in the lab. I also am responsible for a major line of research in the lab and am heavily involved in grant writing and manuscript preparation associated with that project.

**In my free time:** I enjoy doing anything active that gets me outside, as well as practicing the French horn, and I am currently enrolled as a Ph.D. candidate in the field of immunology and infectious disease through the Employee Degree Program!

**Why I joined Staff Council:** I have enjoyed the educational and health benefits of being a Cornell employee for many years, and I look forward to working with other Council members to ensure that staff members at the College of Veterinary Medicine continue to have access to opportunities that make their jobs engaging and fulfilling.

## Jacque Nelson-Harrington (jln23) CVM Staff Council Member since 2017

**About me:** My name is Jacque Nelson-Harrington and I am research support specialist working as a lab manager in the Travis Lab at the Baker Institute, where I have been since 2002. The Baker Institute is dedicated to the study of veterinary infectious diseases, immunology, genetics, and reproduction. You can learn more about what we do in the next eNews Spotlight!

**In my free time:** I bartend at the Ithaca Ale House on Thursday nights, and I am a season ticket holder to the Buffalo Bills. I have three beagles named Beatrice, Miggi, and Bonnie, and I really enjoy exercising and participating in events like the Tough Mudder!

**Why I joined Staff Council:** My goal as a Staff Council member is to help facilitate communication between research personnel and college leadership.

## Kim Salino (kas19) CVM Staff Council Member since 2016

**About me:** My name is Kim Salino and I work in the Facilities Office of the Veterinary College. I have been an administrative assistant for the department for just over 25 years, and will be celebrating my 30<sup>th</sup> anniversary at Cornell this October. I provide support to the staff of the facilities office, which includes everyone from the director to the shipping/receiving clerks.

**In my free time:** I love spending time with my grandchildren, my horse, and my new mini-donkey! I like to knit, scrapbook, and decorate cakes.

**Why I joined Staff Council:** I thought joining the Staff Council would be a great way to get involved at a higher level, and to help enrich the work life for my colleagues and myself. My goal is to help build a stronger sense of community at the college, which is why I really enjoy organizing both educational and social events! Do you have ideas or suggestions for educational based events? Please feel welcome to share them with me!

## Katie Stevens (kah46) CVM Staff Council Member since 2017

**About me:** My name is Katie Stevens and I work in the large animal surgery department at the Cornell University Hospital for Animals. I assist with surgical procedures on horses, cows, goats, sheep, pigs, and many more! I set up for surgeries, help induce the animals under general anesthesia, assist during the procedures, and clean up.

**In my free time:** I enjoy running, kayaking, and drinking wine - not all at the same time, though!

**Why I joined Staff Council:** I joined Staff Council because I want to do more for college staff!

Next month, the Spotlight will be on the Baker Institute. Do you have ideas or suggestions for an upcoming Spotlight? Email us at [cvmstaffcouncil@cornell.edu](mailto:cvmstaffcouncil@cornell.edu)!

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## Hellos & Goodbyes February 2018 eNews

Join us in welcoming new employees to CVM and bid a fond farewell to those who have retired.

### New Hires

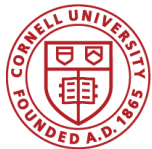
Name	Unit	Title
Tessa Brown	Department of Population Medicine and Diagnostic Sciences	Assistant to the Chair
John Ortu	Cornell University Hospital for Animals	Inventory and Purchasing Coordinator

### Retirements

Name	Unit	Title
Cathy A. Andersen	Department of Population Medicine and Diagnostic Sciences	Assistant to the Chair
Lis Corey	Research and Graduate Education	Research Support Specialist

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### Human Resources Update: February 2018

#### Performance Dialogue Process Kicked Off!

Performance Dialogues provide an opportunity to.....

- Review job description
- Ensure job responsibilities relevant and connect to department, college, and institutional goals
- Identify areas of strength and discuss how to leverage them
- Identify skills that need improvement and how to develop them
- Identify barriers to performance
- Clarify expectations, both technical and behavioral
- Increase accountability for both employees and supervisors
- Discuss career aspirations and development opportunities

Employees, you may go into your Workday Inbox to complete your self-evaluation. Tool for you: [Guiding you through the Performance Dialogue Process in Workday \(tutorial for all\)](#)

For many, both giving and receiving feedback can be difficult and the process can cause a fair amount of anxiety. There are several tutorials available through SkillSoft to assist you with this process.

- Log into Cornell's Enterprise account: <https://it.cornell.edu/skillsoft#skillsims>
- Search on "giving receiving feedback" for options.

#### Inclusive Excellence Academy

With a focus on the development of multicultural fluency, Cornell University's Inclusive Excellence Academy, launched in August 2013, offers programs designed to advance an inclusive educational environment and workplace. Specific workshops, prioritized based on the university's needs, are offered each year. Cornell University's Inclusive Excellence Academy offers programs and expertise designed to develop an inclusive educational environment and workplace. Our programs incorporate interactive theater and experienced speakers that engage audiences, open eyes, and change minds. Courses focus on the development of multicultural fluency and strategies for advancing inclusive educational and workplace environments. Each year, specific workshops or courses are offered to support university initiatives and programs.

Topics addressed by programs include:

- Unconscious bias
- Disability inclusiveness
- Veterans in the workforce
- Workplace bullying
- LGBTQ+ Inclusion

Spring 2018 Sessions	Date
Ally Development: Moving from Awareness to Action	February 28, 2018



Register: <a href="http://bit.ly/allydevelopment">http://bit.ly/allydevelopment</a>	9:00 AM - 11:00 AM
Unpacking Mental Health in the Workplace	March 21, 2018
Register: <a href="http://bit.ly/mentalhealthworkplace">http://bit.ly/mentalhealthworkplace</a>	10:00 AM - 12:00 PM

## Current Nonacademic Open Positions

The list below is dynamic and updated regularly. For additional information, please visit the Cornell Careers Page at <https://hr.cornell.edu/jobs>.

- Assistant Dean for Alumni Affairs & Development - College of Veterinary Medicine
- Technician - BioBank
- Bioinformatics Analyst
- Instructional Designer
- Veterinary Imaging Technician
- Client Services Representative
- Licensed Veterinary Technician - Ruffian Hospital, Elmont, NY
- Licensed Veterinary Technician - Nursing Care
- Medical Technologist Asst. / Medical Technologist I

## Academic Open Positions

For a listing of open academic positions, please visit: <https://apps.hr.cornell.edu/recruiting/facultycareer.cfm>.

Should you have any questions related to the topics above, please contact the CVM HR office (607-253-4111 or [tdp38@cornell.edu](mailto:tdp38@cornell.edu)).